



Interview Questions

Top questions for getting the most out of your interviews with candidates.

Interview / Inspire

Interviews are your chance to really get to know your next employee.

Why not use this opportunity to refresh the questions you are asking to get the most out of them?

Office Angels has carefully curated a list of interview questions that are designed to bring out the best in candidates, so you know you're making the right choice.



Skills & competency based questions

Designed to bring out the relevant skills from a candidate

How do you work?



- What did you like most/least about your last company?
- Where/when/how do you do your best work?
- When was the last time you made a mistake at work?
- How could a manager best support you?
- What has been the most valuable lesson of your professional career?
- How do you handle tight deadlines?
- How do you give/respond to feedback?
- Give an example of a recent task you performed that was successful?

Team fit



- How have you changed over the last few years?
- What motivates you to do your best work?
- How do you prefer to communicate with co-workers?
- What three words would a current manager/colleague/direct report use to describe you?
- How would you describe your leadership style?
- Would you rather work alone or with a team?

Describe your perfect job



- How would you describe the company culture that best suits you?
- What would be your ideal work schedule?
- What kind of work environment do you like best?
- What does work-life balance mean to you?

Personality in a workplace



- How do you manage conflict with co-workers?
- Describe a time when you exceeded people's expectations.
- What role does kindness/empathy/humour play at work?
- What does your decision-making process look like?
- When is the last time you took a risk professionally?
- How do you stay organised?
- Are you a risk-taker? How so?

Role specific



- Why did you choose to apply here?
- What can we expect from you in your first three months?
- If I were to give you the job and I granted you three promises with regard to working here what would they be?
- What obligations do employers have to their workforce?
- If you do not get this position, what will be your next career move?
- What digital tools or apps allow you to work more efficiently?

Feedback



- How do you give feedback to your boss?
- What do you consider to be your biggest professional achievement?
- Why do you want to leave your current job?
- Tell me about the toughest decision you had to make in the last six months?
- Tell me about a time you disagreed with a decision. What did you do?
- What has been the most helpful feedback you've received?



Bringing out a candidate's personality

These questions are designed to bring out a candidate's personality. So you can decide if they're the best fit for your team. Candidates increasingly value when potential employers ask about them as a person, and not just their ability to complete work for the company.

In work



- What gets you excited about coming to work?
- What drives you in your professional life?
- If you were going to start your own business, what would it be?
- How do you like to be managed?

Outside of work



- What surprises people about you?
- How would you describe your friendship group?
- What do you do for fun?
- What kind of events do you attend outside of work hours?
- What do you like to do outside of work?

Inside your mind



- What was the last really great book you read?
- What blogs or websites do you visit regularly?
- Who inspires you and why?
- What charities are you passionate about?
- If you won £10 million in the lottery what would you do with it?
- What is the funniest thing that has happened to you recently?



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